



DEPARTMENT OF DEFENSE, VETERANS AND EMERGENCY MANAGEMENT  
JOINT FORCE HEADQUARTERS, MAINE NATIONAL GUARD  
33 STATE HOUSE STATION  
AUGUSTA, ME 04333-0033

10 March 2016

**ACTIVE DUTY GUARD/RESERVE AGR TOUR ANNOUNCEMENT #16-039**  
**TITLE 32 USC SEC 502 (f)**

**POSITION:** Human Resources Technician (420A)

**GRADE:** WO1 – CW3 (Also see Area of Consideration)

**LOCATION:** JFHQ's, G-1, DCSPER, BLDG 7, Camp Keyes, Augusta, ME 04333

**CLOSING DATE:** 18 March 2016

**AREA OF CONSIDERATION:** Open to currently assigned Maine Army National Guard on-board enlisted AGRs, in the rank of Sergeant (E5) or above, who are qualified in MOS 42A. (Also see Eligibility Requirement below).

**MILITARY/FULL-TIME ASSIGNMENT:** Selected applicant will be assigned full time as a 420A Warrant Officer in the Maine Army National Guard, Camp Keyes, Augusta, ME 04333.

**ELIGIBILITY REQUIREMENT:** Selected individual must be eligible to become 420A qualified per DA PAM 611-21, within one year of assignment/reassignment. Applicants with an approved memorandum of interest and who meet the eligibility requirements will be interviewed for this position but will not be selected without an approved Certificate of Eligibility from the proponent. Applicants must have a predetermination packet completed for submission to AG Proponent NLT 25 March 2016.

Instructions for completing this predetermination packet can be found at the following link  
<http://www.usarec.army.mil/hq/warrant/prerequ/WO420A.shtml>

Interested individuals with an approved memorandum of interest will work their packets through the Warrant Officer Recruiter, CW3 Carlo Paratore at 207-430-5644 or [Carlo.t.paratore.mil@mail.mil](mailto:Carlo.t.paratore.mil@mail.mil) Memorandum of interest must be received by HRO AGR Branch **no later than 18 March 2016**.

An interview board will be scheduled and conducted as soon as possible after the close date of the announcement.

**Current AGR Soldiers** wishing to apply must have the concurrence of their chain of command, and those on an initial AGR tour must have served at least 18 months in their current assignment unless TAG has waived this requirement.

**LENGTH OF TOUR:** Extension of all AGR Soldiers beyond their initial tour is contingent upon recommendation by the supervisor and final approval by the Adjutant General.

**JOB DESCRIPTION:** See attached job description.

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10 March 2016 (Cont'd)**

**HOW TO APPLY:**

- AGR applicants will submit a memorandum of interest through their Chain of Command to the HRO-AGR office. HRO must receive an emailed copy from the Soldier directly prior to the closing date.

Memorandum of interest must reach the HRO-AGR office **NOT LATER THAN THE CLOSING DATE**. Memorandums received after the closing date will **NOT** be considered. The inter-office distribution system may be used (no expense incurred to the government). - Current Maine AGR Job announcements are posted on all unit bulletin boards and are available on the internet at <http://www.me.ngb.army.mil/DHR/ANNOUNCEMENTS/DEFAULT.htm> under the "JOBS" link.

- You may deliver your application and other documents **in person**, or **send** them by:
  - **Email (*Preferred Method*)** to [ng.me.mearng.list.hro-agr-br@mail.mil](mailto:ng.me.mearng.list.hro-agr-br@mail.mil) or
  - Non government fax to MENG-HRO-AGR office at (207) 626-4246, or
  - U.S. mail to "Department of Defense, Veterans, & Emergency Management, ATTN: MENG-HRO-AGR, Camp Keyes, Augusta, ME 04333-0033"

**All Applicants are encouraged to contact HRO office at (207) 430-6025 or (207) 430-5906 to verify receipt of their application prior to the closing date of job announcement unless they have received an email confirmation of receipt from HRO.**

**APPOINTMENT:** This position will be filled as soon as possible based on available authorized AGR voucher allocation and FY 16 funds. The Adjutant General retains exclusive appointment authority of AGR personnel. No commitment will be made to any applicant prior to review of qualifications by this office. The Maine National Guard is an Equal Opportunity Employer. All appointments and promotions will be made without regard to race, color, creed, sex, age or national origin.

**DISSEMINATION:** Supervisors/Commanders, please post to bulletin boards, read at unit formations and notify personnel who may be interested. Qualified personnel who may be absent during the announcement period due to school, illness, mob, temporary duty, etc., should be notified.

**FOR THE HUMAN RESOURCES OFFICER:**

\\\\\\\\\\\\SIGNED\\\\\\\\\\\\\\  
CHRISTOPHER A. MERRILL  
CW4, MEARNG  
AGR Manager

### **Human Resources Technician (420A)**

Typical 420A G-1 Functions: Serve as a technical advisor in the areas of personnel, legal, and medical operations. Implements and evaluates personnel and administrative policies for the Command. Provides oversight for and consolidates unit level feeder reports. Analyzes and/or prepares the personnel reporting areas of the organizational readiness report. Reviews legal documentation and provides recommendations on command level guidance and oversees the implementation of the enlisted promotion management system. Ensure timely completion of military personnel evaluation reports. Provide assistance and guidance on the preparation of officer promotion packets for required board actions. Responsible for coordination health service support (i.e. periodic health assessment, vaccinations, profiles, medical review boards, etc) for the command. Executes command level inspections in the area of personnel and administration. Develops and implements tactical standing operation procedures for personnel and other related operations. Duties may include the following:

- a. Makes day-to-day decisions for the Commander in the area of personnel in the absence of the supervisor.
- b. Ensures the completion of line of duty (LOD) investigations and responds to congressional inquiries and IG complaints
- c. Reviews, analyzes, and provides recommendations relative to proposed Modified Table of Organization and Equipment (MTOE) and/or forces structure changes to determine the impact on personnel authorizations.
- d. Keep current on and ensures implementation of new policy statements, regulations, and directives issues by higher headquarters concerning administrative and personnel activities.
- e. Analyzes the personnel portion of the organizational readiness report to determine critical needs and priorities for the strength management program.
- f. Manages and reports information in regards to personnel accessions, flagging actions, reassignments, retention, participation, and attrition.
- g. Oversees Soldier Readiness Processing (SRP) for those units whose service members are being mobilized to active duty.
- h. Provides the reintegration process for all matters concerning administrative and personnel for service members returning from mobilization.
- i. Provides counseling to service members on available benefits such as DEERS and Yellow Ribbon.
- j. Responsible for the accuracy of SIDPERS transactions, awards and decorations, leave and pass procedures, and retirement processing for the command.
- k. Higher headquarters point of contact for all actions related to the casualty system.

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l. Plans, organizes, and assigns work to employees engaged in personnel and administrative work.

m. Provide technical assistance and guidance to organizational personnel. Recommends performance standards and provides input into employee performance appraisals.

n. Participates in the resolution of grievances and investigations.

o. Resolves issues concerning organizational personnel structure and full time manning moves within the command.

p. Processes and reviews retirement services functions.

q. Performs other duties as assigned.